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#### Contract Database Metadata Elements

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# **AGREEMENT**

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by and between the

**NEW LEBANON CENTRAL SCHOOL  
DISTRICT  
CHIEF EXECUTIVE OFFICER  
and**

**NEW LEBANON CENTRAL SCHOOL  
DISTRICT UNIT  
CSEA, Local 1000, AFSCME, AFL-CIO**



**New Lebanon Central School District Unit #6508  
Columbia County Local 811**

**July 1, 2006 – June 30, 2010**



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## **ARTICLE I RECOGNITION AND WORK CATEGORIES**

A. The District, pursuant to Section 207 of Article XIV the Civil Service Law, recognizes the CSEA as the exclusive representative for collective negotiations with respect to salaries, wages, hours and other terms and conditions of employment for employees serving in the following titles with the District:

Administrative Aide	Food Service Helper
Bus Driver	Maintenance Worker
Bus Driver/Cleaner	Library Aide
Bus Driver/Mechanic	Nurse Aide
Bus Aide	School Nurse- RN/LPN
Cleaner	Stenographer
Clerk	Teacher Aide
Clerk/Typist	Teaching Assistant
Clerical Aide	Secretary I
Computer System Operator	
Custodian	

Positions excluded from the bargaining unit shall be the Secretary to the Superintendent (Stenographer), the Business Manager, the Senior Clerk, the Payroll Clerk and the Account Clerk. The Secretary to the Building Principals and Secretary to the Chairperson of the Committee on Special Education shall be included in the bargaining unit, amending the April 2002 MOA.

B. Positions: Members of the CSEA are employed in one of the following categories of positions: Ten Month or Twelve Month Positions. Such categories include:

Ten-Month Positions-	Bus Driver
	Library Aide
	Nurse Aide
	Teacher Aide
	Bus Aide
	School Nurse-RN/LPN
	Teaching Assistant
Twelve Month Positions-	Bus Driver/Cleaner
	Bus Driver/Mechanic
	Clerk
	Clerk/Typist
	Cleaner
	Custodian
	Maintenance Worker
	Secretary I
	Stenographer
	Administrative Aide

**ARTICLE I**  
**RECOGNITION AND WORK CATEGORIES (CONTINUED)**

C. The District agrees that the CSEA shall be notified of all newly created positions or title changes. Such newly created positions shall be included in the bargaining unit unless such position meets the criteria for management confidential status as defined by the Public Employment Relations Board. If the District and CSEA cannot agree as to management confidential status, the matter shall be submitted to PERB, at the appropriate time as defined in PERB procedures.

D. The District shall deduct from the wages of the employees and remit to the CSEA, Inc., dues and CSEA sponsored insurance programs for those employees who signed authorization cards permitting such deductions. The employee hereby waives all rights and claims to said monies so deducted and transmitted in accordance with this authorization and relieves the Board of Education and all its officers from any liability therefore.

E. The District agrees to remit said deductions at least monthly to the Civil Service Employees' Association, Inc., 143 Washington Avenue, Albany, NY.

F. The District agrees that the CSEA shall have exclusive dues deductions and no other employee organization or union shall be permitted membership dues deductions.

G. The District shall deduct from the salaries of those members of the bargaining unit who are not members of the Association a service fee (agency fee) equivalent to the total annual per capita dues paid by the members of the Association. The agency fee shall be deducted in the same manner as payroll deduction of dues and transmitted promptly to the Association. Any bargaining unit member subject to the agency fee charge who is employed for less than a full school year shall pay a service fee equivalent to the prorated portion of the total annual per capita dues paid by members of the Association.

The Association hereby agrees that it will at all times hereafter indemnify and save harmless the District against any liability, loss, damage, cost or expense which it may incur or sustain by reason of any action, suit or proceeding which may be brought against the District by any other person, firm or corporation that may have been or may claim to have been damaged or injured in any way by reason of the foregoing agency fee provision of this contract.

It is further agreed that in the event any action, suit or proceeding is brought against the District or any officer or employee for any liability rising out of the aforesaid agency fee provision, the said District or District officer or employee shall at once give notice in writing to the Association by mail addressed to the President of the

**ARTICLE I**  
**RECOGNITION AND WORK CATEGORIES (CONTINUED)**

Association. Upon the giving of such notice, the Association at its own expense shall defend any such action, suit or proceeding, and take all such steps as may be necessary or proper therein to prevent the obtaining of a judgment against the District or its officer or employee, and in the event that any such judgment is obtained against the District, prior to the making of any demand upon the District for payment, will pay such judgment in its entirety.

**ARTICLE II**  
**NO STRIKE CLAUSE**

A. The CSEA affirms that it does not assert the right to strike against the District, to assist, in or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such strike.

**ARTICLE III**  
**DEFINITION OF EMPLOYEE ORGANIZATION RIGHTS**

A. The District shall grant reasonable access to employees during the working hours by officers, and agents for the Union, including the Local & Unit President, for purposes of adjusting grievances and administering the terms of and conditions of this agreement. The CSEA agrees to give prior notice to the immediate supervisor and make every effort to prevent any unreasonable interruption of the normal operation of the School District. CSEA shall be granted a maximum of four (4) days "out of district" leave (e.g., association conferences, PERB hearings and conferences, meetings with CSEA officials, etc.) pursuant to this provision without charge to accruals of the officer(s) or employee(s) utilizing such leave. An additional two (2) days may be granted with permission of the Superintendent. Any absence in excess of the days approved pursuant to this provision, shall be charged against the leave accruals, if any, of the employee or officer utilizing such leave or shall be unpaid. The employee shall provide notice, in writing, to the Superintendent, at least three (3) business days before the leave.

B. The CSEA shall be allowed to post notices, bulletins and other union material on designated bulletin board space maintained on the premises and facilities of the District, for exclusive use of the CSEA.

## **ARTICLE IV GRIEVANCE PROCEDURE**

### **PREAMBLE**

It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to grievances through procedures under which parties may present grievances free from coercion, restraint, or reprisal. Prior to initiating a formal written grievance, pursuant to the article, an employee or CSEA is encouraged to resolve disputes subject to the article informally with the appropriate immediate supervisor.

### **SECTION I DEFINITIONS**

- A. Employee shall mean the person covered by this agreement as provided for under Article I.
- B. Employer shall mean the individual designated by management to review and resolve grievances.
- C. Association or Union shall mean the CSEA.
- D. Grievance shall mean any claimed violation, misinterpretation or inequitable application of this agreement or administrative order affecting employee safety.
- E. Days shall mean all days other than Saturday, Sunday and Holidays, which shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this procedure.

### **SECTION II RIGHTS OF THE PARTIES**

#### **A. Rights of the Grievant**

1. The Grievant may select any representative(s) to assist him/her in the processing and/or preparing of grievances; except that no representative may be present from any other employee organization other than the CSEA.

2. The Grievant shall have access to all written statements, records and materials relating to the grievance, which are to be introduced, or are part of the Grievants' personnel file.



## **SECTION II RIGHTS OF THE PARTIES (CONTINUED)**

### **B. Rights of the Association**

1. The Association shall receive a copy of any written claim, including supporting materials and a copy of any decision rendered in writing pursuant to this procedure.

2. The Association shall have the right to submit briefs to support or refute allegations of any party in a grievance.

3. The Association may have an observer at any hearing, conference, or meeting held under this procedure where it would not otherwise be represented and shall be given reasonable notice of the time, date, place of the hearing, conference or meeting, if the aggrieved party proceeds to Step Two.

4. The Association may file a grievance in its own name.

### **C. Mutual Rights**

1. In the event of the unexcused failure on the part of an aggrieved party to be timely, the Grievance shall be deemed to be withdrawn. If the Employer or the Employer's representative fails to make a decision within the required time period, the Grievance shall automatically advance to the next step in the Grievance procedure as defined in Section III below.

## **SECTION III PRESENTATION**

### **A. STEP ONE**

1. An employee(s) who claims to have a grievance shall present the grievance to the immediate supervisor in writing within ten (10) days of its occurrence or when the employee(s) becomes aware of it or should have been aware of it.

2. The immediate supervisor shall meet with the aggrieved and CSEA to resolve the grievance within five (5) days. After the meeting, the immediate supervisor shall consult with the Superintendent, if necessary, and shall render a decision within five (5) days thereafter, with copies to the aggrieved and the CSEA Unit President.

### **SECTION III PRESENTATION (CONTINUED)**

#### **B. STEP TWO**

1. The aggrieved party, if not satisfied with the decision at Step One, may within ten (10) days, request a review by the Superintendent. Such request is to be in writing with a copy to the immediate Supervisor. The Superintendent shall convene a hearing within five (5) days after receipt of the request for said hearing. The Superintendent shall render a decision in writing, within five (5) days after the hearing, and provide copies to the aggrieved and the aggrieved representative.

#### **C. STEP THREE**

1. The aggrieved party, if not satisfied with the decision at Step Two, may, within five (5) days, request, in writing, a conference with the Board of Education. The conference shall be held at a mutually agreed upon time or on the day of the next regular business meeting. The Board of Education shall render their decision, in writing, within five (5) days after the conference. Copies of the decision shall be given to the aggrieved party and his/her representative.

#### **D. STEP FOUR**

1. Within five (5) days after receipt of the decision at Step Three, the Association shall notify the District if the Step Three decision will be appealed. The appeal shall be made to an Arbitrator provided by the Public Employment Relations Board subject to its rules. The decision arrived at by the Arbitrator shall be final and binding upon both parties to the agreement.

2. The fees and expenses of the Arbitrator shall be borne equally by the parties.

3. The Arbitrator shall have no power to add to, subtract from or change any of the provisions of this agreement, nor to render any decision with conflicts with a law, regulation, directive or ordinance. Awards may not be retroactive beyond the date the grievance was filed or beyond the date the employee became aware of the grievance except when the grievance involves cash payment earned but not received.

#### **E. GENERAL CONSIDERATIONS**

1. All grievance discussions, meetings, conferences and hearings shall be conducted during the normal workday when possible.

2. The time limits at any step(s) may be extended by written mutual consent of the parties.

## **ARTICLE V POSTING OF VACANCIES**

- A. The District agrees to post notices of all vacancies, including summer employment, and promotional opportunities in the bargaining unit. Such notices shall be posted for a minimum of five (5) days prior to the selection of the candidate who will fill the vacancy.
- B. Employees who desire to transfer to another position may inquire at any time to ascertain the possibility of such a vacancy and may file a statement of such desire at the District Office. Such statement shall include the specific position, which he/she desires to be assigned. Whenever the District Administration knows of a vacancy, the employee shall be notified and may file an application for such position as promptly as possible. Each applicant shall be notified as to what action has been taken with regard to the assignment or transfer request.
- C. All things being equal, seniority shall be considered in choosing a candidate to fill a permanent vacancy (not a substitute or short-term vacancy). The districts decision may only be appealed up to Step Three of the grievance procedure under Article III and shall not be subject to Step four Arbitration.

## **ARTICLE VI PROTECTION OF EMPLOYEES**

- A. Competitive employees, veterans and exempt volunteer firemen are entitled to the disciplinary procedures defined in Section 75 of the Civil Service Law, upon completion of their probationary period of employment.
- B. Non-competitive and labor class employees, not included above, are entitled to the disciplinary Procedure defined in Civil Service Law after two (2) years of continuous service.
- C. Teaching Assistants employed by the District shall be entitled to the protection afforded to them under Education Law 2510, which provides for a seven year eligible list when certain positions are abolished or reduced.

## **ARTICLE VII SENIORITY**

- A. Seniority shall be defined as the length of continuous service in the District, with no break in service of over one (1) year, except for authorized leaves of absence, or district initiated lay offs of not more than four (4) years.

## **ARTICLE VII SENIORITY (CONTINUED)**

B. For purposes of lay offs, the least senior person within a job title shall be laid off first. Except as otherwise required by law, such person shall have the right to “bump” back into a job title which (s)he held prior to the job title in which (s)he is being laid off, if another person in such previously held job title has less seniority than the person being laid off.

For example, Employee A worked as a cleaner for 5 years. Employee A is then appointed to a custodian position. After 1 year as custodian, Employee A is laid off. Employee A may “bump” back into a cleaner position if any other cleaner has less than 6 years seniority in the District.

C. Any employee laid off shall be maintained on a preferred list in accordance with the applicable Civil Service or Education Law, but in no event shall an employee's time on such list be less than 18 months. Employees returned to service shall receive their last hourly rate or salary or the initial hiring hourly rate or salary, which ever is greater

D. Should an employee, not affected by a layoff, wish to change positions due to a vacancy in another classification the following procedures apply:

- 1) The employee will follow normal procedures for application to the vacancy.
- 2) If the employee is selected to fill the vacancy, the employee will have the right to return to the employee's previous position within 40 working days without loss of seniority in the previous position. After 40 workdays, the employee may return to the previous position only if a bonafide vacancy occurs in the employee's previous classification.

E. Summer employment positions, which are created by the District, on an annual basis, shall be offered to employees in the job title whose regular work most closely resembles the summer position first, in order of seniority. Determination of the job title to which the position will be offered, the rate of pay and the position requirements will be determined after consultation with the CSEA President or designee. If no one in the job title accepts the summer position, then it will be opened to employees in the other titles, in order of seniority.

F. Assignment of drivers to field trips, sports trips and late buses shall not be governed by seniority. Assignment shall be made by the transportation supervisor and shall be final. The transportation supervisor shall attempt to equalize the number of trips assigned as closely as possible, among drivers.

## **ARTICLE VII SENIORITY (CONTINUED)**

H. Seniority shall be used in the determination of summer bus aide assignments, offering the more senior aides the most hours. Where the individual needs of a student or students require that a particular aide or other employee (i.e. Nurse) be assigned to that student or students that the best interest of the student shall prevail and not seniority. In making annual assignment the District shall meet with the Association President to discuss the open positions and the persons to be appointed thereto. The District will make the final determination, subject to challenge by the Association through the grievance process.

## **ARTICLE VIII SICK LEAVE**

### **A. Sick Leave Days**

1. All employees, except those who are required by the District to call in to an outside agency for their substitutes, who call in for sick leave must speak directly to their supervisor. Home and/or mobile phone numbers will be provided to all staff for this purpose. The employee must attempt to reach his/her supervisor on all lines and only if the supervisor cannot be reached in person, may the employee leave a message, which must include a phone number if the employee is at a location other than that which the District has on file for the employee.

2. Full time, ten-month employees shall be granted ten (10) days of sick leave per year, for personal or family illness, cumulative to 220 days.

3. Full time, twelve-month employees shall be granted fifteen (15) days of sick leave per year, for personal or family illness, cumulative to 264 days.

4. Benefited, part time employees shall be granted sick leave on a pro-rated basis according to time worked. For example, a 10 month, 5 hour a day, 5 day per week employee shall receive a total of 50 hours (10 days at 5 hours per day) of sick leave, cumulative to 1100 hours.

### **B. Family Illness**

1. A maximum of 60 days per year for 10-month employees and 80 days per year for 12-month employees, of an employees total accumulated sick leave days, may be used for "family illness". The Superintendent, in his sole discretion, may grant additional family illness leave. For purposes of this article "family" shall include spouse, child, parent.

**ARTICLE VIII  
SICK LEAVE (CONTINUED)**

C. The District may require a physician's certificate in order to verify illness. In the event the District requires such a certificate for an illness that the employee is not under a physician's care, the District will pay the cost of the office visit co-pay.

D. Upon retirement, employees may redeem unused sick leave by complying with the following procedures:

1. The employee must submit an irrevocable letter to the Board of Education stating that the employee is resigning for the purpose of retirement. The letter must be submitted ninety (90) days prior to the date of retirement. The ninety (90) day requirement shall be waived if New York State offers an Early Retirement Incentive. Retirement is defined as being eligible for and applying to the New York State Retirement System. Employees hired prior to July 1, 1992 who are not members of the New York Employees Retirement System are eligible for this benefit. Employees hired after July 1, 1992, except cafeteria employees, must be a member of the New York State Employees Retirement System to be eligible for this benefit.

2. Days eligible for redemption shall be all days in the employee's individual accumulation which exceed thirty (30) days up to the maximum accumulation in paragraphs A and B of this article.

3. All redeemable sick leave days shall be redeemed at the rate of \$25.00 per day.

4. To be eligible for this benefit, the employee must be employed by the District for ten (10) consecutive years prior to the date of retirement.

**ARTICLE IX  
PERSONAL LEAVE**

A. All employees, except those who are required by the District to call in to an outside agency for their substitutes, who call in for personal leave must speak directly to their supervisor. Home and/or mobile phone numbers will be provided to all staff for this purpose. The employee must attempt to reach his/her supervisor on all lines and only if the supervisor cannot be reached in person, may the employee leave a message, which must include a phone number if the employee is at a location other than that which the District has on file for the employee.

**ARTICLE IX  
PERSONAL LEAVE (CONTINUED)**

**B.** Salaried employees shall be granted five (5) days annually of non-cumulative personal leave.

**C.** Ten month employees shall be granted four (4) days of non-cumulative personal leave per year.

**D.** Unused personal leave days shall be added to the employees accumulated sick leave, up to the maximums set forth in A and B above.

**E.** Request for personal leave shall be submitted in writing at least two (2) days in advance of such absence to the employee's immediate supervisor, except in cases of emergency when advance notice cannot be given, in which case the employee's immediate supervisor shall be advised as early as possible and the employee shall, upon return to work, submit a personal leave form to his/her immediate supervisor. Employees shall be allowed to use personal leave in one-hour increments. The District shall develop forms for use in requesting personal leave.

**F.** Personal leave shall not be granted for such reasons as: hunting, lack of transportation (except if the employee experiences car failure on the way to work), shopping, visiting friends or relatives, extension of vacation, or personal business that can be conducted outside of work hours.

**G.** Personal leave will be granted upon request for the following:

1. Legal Matters: House closing, income tax hearings, court appearances, probate proceedings, obtaining licenses.

2. Ceremonies: Graduation of spouse or child, day of wedding, participation in religious ceremonies, honors and award ceremonies involving the employee or immediate family.

3. Education: Required educational examination, attending education meetings, required parental visits by parents to college, professional advancement.

4. Religious Observances: An employee may use personal days for religious holiday observances of his/her particular faith not covered in the regular school calendar.

5. Family Illness: Illness in the immediate family requiring the presence of an employee.

**ARTICLE IX  
PERSONAL LEAVE (CONTINUED)**

6. Medical Appointments: When such appointments cannot be made outside the school day.

**H. Bereavement:**

1. Due to the death of a member of the immediate family defined as spouse, mother, father, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, children, grandmother, grandfather, grandchildren, niece or nephew, parental figure and significant other. Up to three (3) days may be taken for each occurrence. An extension beyond the three (3) days may be granted by the Superintendent should a unique circumstance be involved, such as distance. Such extension days shall be deducted from the individual sick leave accumulation.

2. One (1) day of bereavement leave may be taken for the death of an employee's aunt or uncle.

3. Bereavement leave may be taken for a death of someone other than the titles listed above, but such leave shall be limited to one (1) day for each occurrence and shall be deducted from the individual's sick leave accumulation.

I. Personal leave is subject to approval of the Superintendent if the leave is requested for matters other than those stated in Item F.

**ARTICLE X  
JURY DUTY**

A. Jury Leave: All employees shall be granted a leave of absence when required to report for jury duty provided they show evidence of such duty. To receive pay for this leave, an employee will be required to return to the District any compensation received, less mileage.

**ARTICLE XI  
HOLIDAYS**

A. Twelve month employees shall be granted eleven (11) holidays with pay as follows:

- |                                  |                               |
|----------------------------------|-------------------------------|
| 1. New Year's Day                | 7. Columbus Day               |
| 2. Martin Luther King's Birthday | 8. Veteran's Day              |
| 3. President's Day               | 9. Thanksgiving Day           |
| 4. Memorial Day                  | 10. Friday After Thanksgiving |
| 5. Independence Day              | 11. Christmas Day             |
| 6. Labor Day                     |                               |



**ARTICLE XI  
HOLIDAYS (CONTINUED)**

1. Unless school is in session, holidays falling on Saturday will be given on Friday and holidays falling on Sunday will be given on Monday.

2. Christmas Eve will be given as a paid holiday, provided school is not in session and further provided that if such day falls on a Saturday or Sunday, no additional day off will be granted.

B. Any employee required to work on a holiday, as defined in paragraph A above, will receive one and one-half (1 1/2) times their rate of pay.

C. Ten month employees shall be granted two (2) holidays with pay. Such holidays shall be Christmas and New Years Day.

**ARTICLE XII  
SNOW DAYS**

When school is closed as a result of inclement weather:

A. All 12-month secretarial staff shall have the day off with pay. However, if a secretary is requested to report to work by his/her supervisor, the secretary will have the option of working or charging the time against vacation credits, if available. If the secretary has no vacation time, (s)he may use personal time or take the day unpaid.

B. All 12-month bus garage mechanics, custodians and maintenance workers shall be required to work. The time to report shall be dictated by weather conditions and communicated by Supervisors.

C. All night shift workers and day cleaners shall have the day off with pay.

D. All 10-month employees shall have the day off without pay, unless such day is needed to meet any guaranteed minimum number of workdays.

**ARTICLE XIII  
WORKDAY, WORKWEEK AND WORKYEAR**

A. If an employee is required to work a conference day or attend mandated training, the District must inform the employee at least thirty (30) days in advance. Also, if the employee does work such day, the payment for hours worked shall be in the next regular pay period.

**ARTICLE XIII**  
**WORKDAY, WORKWEEK AND WORKYEAR (CONTINUED)**

Employees may be required to attend a meeting which is scheduled by their supervisor or the Superintendent to take place outside their regular work hours, provided they are notified at least one week in advance, and shall be compensated for attending such meeting. Failure to attend may result in disciplinary action, unless excused.

B. Nurses shall be given up to two (2) paid educational days to attend conferences associated with their positions, with the prior approval of the Superintendent.

C. Work Day, Workweek and Work Year: The workday, workweek and work year, which define such positions and employees, are as follows.

12 month - Work Day / Work Week for Bus Driver/Cleaner, Bus Driver/Mechanic, Custodian, Maintenance Worker:

Day Shift: Five days per week / 8.5 hours per day, inclusive of a .5 hour unpaid lunch, or a total of 40 hours of work per week

Night Shift: Five days per week / 8 hours per day, inclusive of a .5 hour paid lunch, or a total of 37.5 hours of work per week

Work Day / Work Week for Clerk, Clerk/Typist, Administrative Aide, Secretaries, Stenographer: During the school year, as defined by the school calendar as days of teacher and/or pupil attendance days: Five days per week / 7.5 hours per day, inclusive of a .5 hour unpaid lunch, or a total of 35 hours of work per week

During summer vacation or any other time period when school is in recess: Five days per week / 5.5 hours per day, inclusive of a .5 hour unpaid lunch, or a total of 25 hours of work per week, provided that the offices are covered for 6.5 hours daily, with the schedule approved by the Supervisor. Employees who work 6 hours or less are not required to schedule a lunch period. Summer vacation hours shall commence five business days after the last Teacher day in June and shall end five business days before the first Teacher day in September.

Work Year for all: July 1st to June 30, with leave time per Article VIII(B) and IX(A), holidays per Article XI(A) and vacation time per Article XVI. Benefits dependent on hours worked.

**ARTICLE XIII**  
**WORKDAY, WORKWEEK AND WORKYEAR (CONTINUED)**

10 month - Work Day/Week: Five days per week / 7 hours per day, inclusive of a .5 unpaid lunch, or a total of 32.5 hours of work per week. The school nurse at the secondary level shall work a 7.5 hour day, inclusive of a ½ hour paid lunch. All other school nurses shall work a 7 hour day, inclusive of a ½ hour paid lunch.

Work Year: September 1<sup>st</sup> to June 30<sup>th</sup>, as defined by the school calendar as days of teacher and/or pupil attendance days. Time off as per school calendar and leave time per Articles VIII(A) and IX(B) and holidays per Article XI(C). No paid vacation. Full-time, 10-month employees will be guaranteed a minimum of 180 working days, which do not include paid holidays.

Full Time Bus Drivers -- At least 15 hours per week during the school year, as defined by the school calendar as days of teacher and/or pupil attendance days.

**ARTICLE XIV**  
**INSURANCE**

A. Hourly personnel shall be eligible for health insurance if regularly employed for fifteen (15) hours or more weekly.

B. Full-time salaried personnel shall be eligible for health and/or dental insurance.

C. Employees who are employed in a dual capacity, part salaried and part hourly, will have their regularly scheduled hours combined for the purpose of coverage under this Article.

D. (1) All personnel who are eligible for and elect to participate in health or health and/or dental insurance in accordance with their employment status as identified in paragraphs A or B above, shall pay 10% of the premium of the health and/or dental insurance in which they elect to participate.

(2) Effective June 30, 1997, the Health Insurance deductible shall increase from \$50 individual/\$150 family to \$100 individual/\$300 family.

(3) In accordance with section 125 of the Internal Revenue Code, the District shall implement a Flexible Spending Plan for all employees covered under this agreement.

E. Upon retirement of an employee, the District will pay health insurance premiums as follows, providing they meet the requirements in paragraphs 1, 2, and 3 of this section.

**ARTICLE XIV  
INSURANCE (CONTINUED)**

Employees who have retired prior to July 1, 1979, the District will pay 75% of the health insurance premiums of the employee and 50% of the dependents.

Employees retiring on July 1, 1979 through June 30, 1994, the District will pay the dollar amount of premiums the District was paying at the time of retirement. Future increases in premiums will be paid by the retiree.

Employees retiring on July 1, 1994 and thereafter shall pay 10% of the annual health insurance premium.

1. The retired employee was eligible for health insurance coverage and participating in the program in accordance with terms of this agreement at the time of retirement.

2. The retired employee was employed ten (10) consecutive years immediately prior to retirement from the District.

3. The retired employee is not employed where they are entitled to health insurance benefits.

F. The benefits contained in the dental plan in force effective July 1, 1994 shall be the sole and total benefits for individuals eligible for, and electing to participate in, the dental plan.

**ARTICLE XV  
RETIREMENT**

A. The District shall continue to participate in the New York State Employees' Retirement System. All employees shall be eligible to join except as restricted by law. Effective July 1st 1988, all employees enrolled in Tier I and Tier II shall have Plan 75c upgraded to Plan 75i.

CSEA

## **ARTICLE XVI VACATIONS**

All full time, twelve (12) month employees will be eligible for paid vacation as per the following schedule:

Years of Service	Days of Leave
1	5
2	10
3	11
4	12
5	13
6	14
7-8	15
9-10	16
11-14	17
15-19	20
20	21
21	24
22+	25

\*No additional days

B. Current employees will be credited with vacation time on July 1st of each year. Vacation time for all new employees will be pro-rated from their first anniversary date to the following July 1st, and thereafter, credited in the same way as current employee's vacation time. Employees will be allowed to use vacation time during any part of the school fiscal year with prior approval from their Supervisor and subject to the operating needs of the District.

## **ARTICLE XVII COMPENSATION**

A. Salaries shall be paid in accordance with the attached salary schedules in appendix, A. and retroactive to July 1, 2006. Bargaining unit members who are "off step" will receive the following increase in the following years:

2006 - 07 – 5.5%  
2007 - 08 – 3.5%  
2008 - 09 – 3.0%  
2009 - 10 – 3.0%

**ARTICLE XVII  
COMPENSATION (CONTINUED)**

**B.** Longevity – All employees shall receive a one-time lump sum payment of \$250.00 upon the commencement of the 10<sup>th</sup> year of employment with the District, \$500.00 upon the commencement of the 15<sup>th</sup> year of their employment with the District and \$750.00 upon the commencement of the 20<sup>th</sup> year of their employment with the District.

**C.** Employees shall be paid at the District's approved rate for all mileage incurred when using their personal vehicle for school business.

**D.** Employees called in for an emergency shall be guaranteed a minimum of 2 hours pay, at straight time. Time actually worked beyond 2 hours shall be paid in accordance with the requirements of the Fair Labor Standards Act.

**E.** Drivers shall be paid at the rate of time and one half their regular rate of pay for all hours worked in excess of eight (8) hours per day.

**F.** Employees shall be paid at the rate of time and one half their regular rate of pay for all hours worked in excess of eight (8) hours per day.

**G.** It is agreed that if the person appointed to perform the following duties is a member of the CSEA bargaining unit they will be paid the following stipends:

Certified Water Tester - \$2,000.00

Pool Operator - \$750.00

The appointment of a bargaining unit member shall not preclude a supervisor from performing the functions of these positions, when necessary. This shall not result in the reduction of the stipend paid to the bargaining unit member.

**H.** Drivers shall be guaranteed a minimum of 1.5 hours per assignment. Drivers who have VoTech routes shall be guaranteed a minimum of 3.0 hours per assignment. If it is necessary for the District to cancel a driver's regularly scheduled bus run and if the driver and/or bus aide of that run cannot be reassigned to another run, then the driver and/or aide shall be paid for the hours (s)he would have driven. This shall only apply to circumstances, which are determined by the District to be unforeseen. This shall not apply to circumstances where the run is eliminated or the student(s) do not need the services (e.g. special ed runs) for an extended period of time. This also shall not apply to snow days.

**I.** If an employee who is not employed in the title of bus driver is assigned to drive a bus, then (s)he shall be paid one and one-half (1.5) their normal hourly rate of pay for the actual amount of driving time.

**ARTICLE XVII  
COMPENSATION (CONTINUED)**

**J.** Bus garage mechanics may purchase, new tools to replace their personal tools that have been broken, stolen, or have worn out through use, up to \$450 annually. Such replacement tools shall be the property of the employee. This \$450 may also be used to purchase new tools that are needed to repair district vehicles. All replacement or new purchases of tools must have prior approval of the employee's supervisor or the superintendent.

**K.** Teaching Assistants and teacher Aides who are assigned to a classroom as an itinerant substitute teacher for 1.0 hours or more will be compensated for that day at a rate 2 times their normal rate for only the time spent as an itinerant substitute. The remainder of the workday shall be at their regular hourly rate.

**L.** Employees who are promoted, or otherwise advanced to a higher paying position as determined by the initial starting pay in paragraph F of this article, will receive the initial hiring rate of the position or a four percent (4%) adjustment on the employee's current salary or hourly rate, whichever is greater.

**ARTICLE XVIII  
TAX SHELTERED ANNUITY**

The District shall continue to participate in the Tax Sheltered Annuity Program for employees. The number of programs or carriers may be limited by the District.

**ARTICLE XIX  
EQUALIZED PAY PERIODS**

**A.** The District shall continue the practice of equalized pay periods for bus drivers.

**B.** Ten (10) month employees shall be given the choice to be paid over 21 or 26 pay periods. Notice must be provided to the business office by June 1, to be effective July 1 of the next school year. If notice is not received, then pay shall be based on 21 periods.

**ARTICLE XX  
NOTICE OF ASSIGNMENT**

All ten (10) month employees will be notified by June 1 of the District's intent as to employment in September.

**ARTICLE XXI  
PRINTING OF AGREEMENT**

The District will print and distribute copies of this agreement to each employee in the bargaining unit.

**ARTICLE XXII  
SEVERABILITY**

In the event that any article, section or portion of this agreement is found to be invalid by a decision of a tribunal of competent jurisdiction, then such specific article, section or portion specified in such decision, or having such effect shall be of no force and effect, but the remainder of this agreement shall continue in full force and effect.

**ARTICLE XXIII  
MANDATED PROVISION - LEGISLATIVE APPROVAL**

- A. "IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

**ARTICLE XXIV  
MANAGEMENT RIGHTS**

The responsibility for the determination and administration of school policy, the operation and management of the school and the direction of the employees are vested in the Board of Education except as limited by this agreement.

**ARTICLE XXV  
PAST PRACTICES**

All benefits already accorded the Employees shall not be rescinded except as the provisions of this agreement dictate.



## **ARTICLE XXVI SMOKING PROHIBITION**

A. Should New York State Law permit Boards of Education to totally ban smoking in buildings that house students, the Board shall be permitted to enact a total ban. Absent such statutory authority, the Board will designate one or more locations, in buildings that house students, as smoking areas. Employees who smoke in a school building location to designated as a smoking area shall be subject to a letter of reprimand and a \$25 fine for each occurrence.

B. The District encourages employees to stop smoking by individual initiative or through a program designed to help individuals stop smoking. Such programs include, but are not limited to, Smoke Enders, hypnosis, and programs sponsored by hospitals and the American Cancer Society. Many of the stop smoking programs charge fees. Any employees who enters such a program and totally stops smoking for one calendar year shall have the program fees reimbursed by the District.

## **ARTICLE XXVII JOB PROTECTION**

Unpaid and/or paid public assistance recipients will not be utilized by the Employer unless, CSEA has specific notice of the use of the individual public assistance recipient: CSEA concurs in the nature of the work that is assigned to the individual public assistance recipient; the use of the individual public assistance recipient does not result in the displacement or partial misplacement of any current employee; the use of the individual public assistance recipient does not result in the reduction of hours regularly worked, wages, extra assignments, or benefits of any current employee; the use of the individual public assistance recipient does not result in the filling of a vacant position or a new position when any other person is on layoff from the same or equivalent position; the use of the individual public assistance recipient is not as a replacement or a terminated employee; except when provisions of Article 5 Section A are followed and result in the choice of the recipient, nor is used to fill any other vacancy that was created by a reduction in the workforce; there is no infringement upon the promotional opportunities of any current employee; there is no infringement upon the rehire rights of any former employee; any position filled by a public assistance recipient or recipients becomes a full time position within six months or as defined by legislation, from the placement of the initial recipient in said position, whichever comes first, and there after filled in accordance with Article 5 of the collective bargaining agreement. The District agrees that the use of paid and/or unpaid public assistance recipients under terms of this agreement does not indicate any diminution of CSEA's claim of exclusivity to work now performed by the bargaining unit.

## **ARTICLE XXVIII UNIFORMS**

The District will provide uniforms for Mechanics, Custodians, Maintenance Workers and Cleaners. Bus Drivers will wear an ID badge. The District will provide up to \$100.00 per year for safety shoes for Maintenance Workers, Bus Mechanics and Cleaners who are required to plow or shovel snow and/or mow grass. The District will also provide winter coats for maintenance workers and Bus Mechanics, when needed, but not sooner than every two (2) years.

## **ARTICLE XXIX EMPLOYEE EVALUATIONS**

Employee evaluations will be done on an annual basis by the appropriate Supervisor, who shall meet with said employee when complete, to discuss and review its contents. The evaluation form shall be jointly developed by the District and Union.

## **ARTICLE XXX OUT-OF-TITLE**

A Cleaner who is authorized by his/her supervisor to perform the duties of a position in a job classification, which has a higher rate of pay, for two hours or more, shall be paid the higher rate of pay appropriate to such classification. If a Maintenance Worker or Mechanic is required to perform the duties of the Facilities Manager or Transportation Director, respectively, for one day or more, he/she will be paid a differential equal to 20% of his/her current hourly rate for each day worked in that capacity. Payment for time worked shall occur in the following pay period.

## **ARTICLE XXXI DURATION OF AGREEMENT**

A. This contract shall be effective as of July 1, 2006 and shall continue in effect through June 30, 2010.

**New Lebanon Central School District**

**New Lebanon Central School District  
Columbia County Local 811, Unit 6508  
Civil Service Employees Association Inc.**

By: Karen A. McGraw  
Karen McGraw  
Superintendent

By: Keith Burke  
Keith Burke  
President

By: Timothy P. Vallee  
Timothy P. Vallee  
Labor Relations Specialist

Dated this 5<sup>th</sup> day of March 2007.

**PROPOSED NEW LEBANON CENTRAL SCHOOL DISTRICT WAGE SCHEDULES**

Increments remain the same 5% On base 2006-07, 3% 2007-08, 2.5% 2008-09, 2.5% 2009-2010

**Title: School Nurse (RN) (Inc. \$.46)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$16.11	\$16.57	\$17.03	\$17.49	\$17.95	\$18.41	\$18.87	\$19.33	\$19.79	\$20.25	\$20.71	\$21.17	\$21.63	\$22.09	\$22.55	\$23.01	\$23.47	\$23.93	\$24.39	\$24.85
2006-07	\$16.92	\$17.38	\$17.84	\$18.30	\$18.76	\$19.22	\$19.68	\$20.14	\$20.60	\$21.06	\$21.52	\$21.98	\$22.44	\$22.90	\$23.36	\$23.82	\$24.28	\$24.74	\$25.20	\$25.66
2007-08	\$17.42	\$17.88	\$18.34	\$18.80	\$19.26	\$19.72	\$20.18	\$20.64	\$21.10	\$21.56	\$22.02	\$22.48	\$22.94	\$23.40	\$23.86	\$24.32	\$24.78	\$25.24	\$25.70	\$26.16
2008-09	\$17.86	\$18.32	\$18.78	\$19.24	\$19.70	\$20.16	\$20.62	\$21.08	\$21.54	\$22.00	\$22.46	\$22.92	\$23.38	\$23.84	\$24.30	\$24.76	\$25.22	\$25.68	\$26.14	\$26.60
2009-2010	\$18.31	\$18.77	\$19.23	\$19.69	\$20.15	\$20.61	\$21.07	\$21.53	\$21.99	\$22.45	\$22.91	\$23.37	\$23.83	\$24.29	\$24.75	\$25.21	\$25.67	\$26.13	\$26.59	\$27.05

**Title: School Nurse (LPN) (Inc. \$.42)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$14.11	\$14.53	\$14.95	\$15.37	\$15.79	\$16.21	\$16.63	\$17.05	\$17.47	\$17.89	\$18.31	\$18.73	\$19.15	\$19.57	\$19.99	\$20.41	\$20.83	\$21.25	\$21.67	\$22.09
2006-07	\$14.82	\$15.24	\$15.66	\$16.08	\$16.50	\$16.92	\$17.34	\$17.76	\$18.18	\$18.60	\$19.02	\$19.44	\$19.86	\$20.28	\$20.70	\$21.12	\$21.54	\$21.96	\$22.38	\$22.80
2007-08	\$15.26	\$15.68	\$16.10	\$16.52	\$16.94	\$17.36	\$17.78	\$18.20	\$18.62	\$19.04	\$19.46	\$19.88	\$20.30	\$20.72	\$21.14	\$21.56	\$21.98	\$22.40	\$22.82	\$23.24
2008-09	\$15.64	\$16.06	\$16.48	\$16.90	\$17.32	\$17.74	\$18.16	\$18.58	\$19.00	\$19.42	\$19.84	\$20.26	\$20.68	\$21.10	\$21.52	\$21.94	\$22.36	\$22.78	\$23.20	\$23.62
2009-2010	\$16.03	\$16.45	\$16.87	\$17.29	\$17.71	\$18.13	\$18.55	\$18.97	\$19.39	\$19.81	\$20.23	\$20.65	\$21.07	\$21.49	\$21.91	\$22.33	\$22.75	\$23.17	\$23.59	\$24.01

**Title: Teaching Assistant (Inc. \$.34)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$11.81	\$12.15	\$12.49	\$12.83	\$13.17	\$13.51	\$13.85	\$14.19	\$14.53	\$14.87	\$15.21	\$15.55	\$15.89	\$16.23	\$16.57	\$16.91	\$17.25	\$17.59	\$17.93	\$18.27
2006-07	\$12.40	\$12.74	\$13.08	\$13.42	\$13.76	\$14.10	\$14.44	\$14.78	\$15.12	\$15.46	\$15.80	\$16.14	\$16.48	\$16.82	\$17.16	\$17.50	\$17.84	\$18.18	\$18.52	\$18.86
2007-08	\$12.77	\$13.11	\$13.45	\$13.79	\$14.13	\$14.47	\$14.81	\$15.15	\$15.49	\$15.83	\$16.17	\$16.51	\$16.85	\$17.19	\$17.53	\$17.87	\$18.21	\$18.55	\$18.89	\$19.23
2008-09	\$13.09	\$13.43	\$13.77	\$14.11	\$14.45	\$14.79	\$15.13	\$15.47	\$15.81	\$16.15	\$16.49	\$16.83	\$17.17	\$17.51	\$17.85	\$18.19	\$18.53	\$18.87	\$19.21	\$19.55
2009-2010	\$13.42	\$13.76	\$14.10	\$14.44	\$14.78	\$15.12	\$15.46	\$15.80	\$16.14	\$16.48	\$16.82	\$17.16	\$17.50	\$17.84	\$18.18	\$18.52	\$18.86	\$19.20	\$19.54	\$19.88

**Titles: Teacher Aide, Library Aide, Bus Aide (Inc. \$.27)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$9.71	\$9.98	\$10.25	\$10.52	\$10.79	\$11.06	\$11.33	\$11.60	\$11.87	\$12.14	\$12.41	\$12.68	\$12.95	\$13.22	\$13.49	\$13.76	\$14.03	\$14.30	\$14.57	\$14.84
2006-07	\$10.20	\$10.47	\$10.74	\$11.01	\$11.28	\$11.55	\$11.82	\$12.09	\$12.36	\$12.63	\$12.90	\$13.17	\$13.44	\$13.71	\$13.98	\$14.25	\$14.52	\$14.79	\$15.06	\$15.33
2007-08	\$10.50	\$10.77	\$11.04	\$11.31	\$11.58	\$11.85	\$12.12	\$12.39	\$12.66	\$12.93	\$13.20	\$13.47	\$13.74	\$14.01	\$14.28	\$14.55	\$14.82	\$15.09	\$15.36	\$15.63
2008-09	\$10.76	\$11.03	\$11.30	\$11.57	\$11.84	\$12.11	\$12.38	\$12.65	\$12.92	\$13.19	\$13.46	\$13.73	\$14.00	\$14.27	\$14.54	\$14.81	\$15.08	\$15.35	\$15.62	\$15.89
2009-2010	\$11.03	\$11.30	\$11.57	\$11.84	\$12.11	\$12.38	\$12.65	\$12.92	\$13.19	\$13.46	\$13.73	\$14.00	\$14.27	\$14.54	\$14.81	\$15.08	\$15.35	\$15.62	\$15.89	\$16.16

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**PROPOSED NEW LEBANON CENTRAL SCHOOL DISTRICT WAGE SCHEDULES**

Increments remain the same 5% On base 2006-07, 3% 2007-08, 2.5% 2008-09, 2.5% 2009-2010

**Title: Bus Driver (Inc. \$.38)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$13.09	\$13.47	\$13.85	\$14.23	\$14.61	\$14.99	\$15.37	\$15.75	\$16.13	\$16.51	\$16.89	\$17.27	\$17.65	\$18.03	\$18.41	\$18.79	\$19.17	\$19.55	\$19.93	\$20.31
2006-07	\$13.74	\$14.12	\$14.50	\$14.88	\$15.26	\$15.64	\$16.02	\$16.40	\$16.78	\$17.16	\$17.54	\$17.92	\$18.30	\$18.68	\$19.06	\$19.44	\$19.82	\$20.20	\$20.58	\$20.96
2007-08	\$14.16	\$14.54	\$14.92	\$15.30	\$15.68	\$16.06	\$16.44	\$16.82	\$17.20	\$17.58	\$17.96	\$18.34	\$18.72	\$19.10	\$19.48	\$19.86	\$20.24	\$20.62	\$21.00	\$21.38
2008-09	\$14.51	\$14.89	\$15.27	\$15.65	\$16.03	\$16.41	\$16.79	\$17.17	\$17.55	\$17.93	\$18.31	\$18.69	\$19.07	\$19.45	\$19.83	\$20.21	\$20.59	\$20.97	\$21.35	\$21.73
2009-2010	\$14.87	\$15.25	\$15.63	\$16.01	\$16.39	\$16.77	\$17.15	\$17.53	\$17.91	\$18.29	\$18.67	\$19.05	\$19.43	\$19.81	\$20.19	\$20.57	\$20.95	\$21.33	\$21.71	\$22.09

**Title: Custodian (Inc. \$.35)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$10.40	\$10.75	\$11.10	\$11.45	\$11.80	\$12.15	\$12.50	\$12.85	\$13.20	\$13.55	\$13.90	\$14.25	\$14.60	\$14.95	\$15.30	\$15.65	\$16.00	\$16.35	\$16.70	\$17.05
2006-07	\$10.92	\$11.27	\$11.62	\$11.97	\$12.32	\$12.67	\$13.02	\$13.37	\$13.72	\$14.07	\$14.42	\$14.77	\$15.12	\$15.47	\$15.82	\$16.17	\$16.52	\$16.87	\$17.22	\$17.57
2007-08	\$11.25	\$11.60	\$11.95	\$12.30	\$12.65	\$13.00	\$13.35	\$13.70	\$14.05	\$14.40	\$14.75	\$15.10	\$15.45	\$15.80	\$16.15	\$16.50	\$16.85	\$17.20	\$17.55	\$17.90
2008-09	\$11.53	\$11.88	\$12.23	\$12.58	\$12.93	\$13.28	\$13.63	\$13.98	\$14.33	\$14.68	\$15.03	\$15.38	\$15.73	\$16.08	\$16.43	\$16.78	\$17.13	\$17.48	\$17.83	\$18.18
2009-2010	\$11.82	\$12.17	\$12.52	\$12.87	\$13.22	\$13.57	\$13.92	\$14.27	\$14.62	\$14.97	\$15.32	\$15.67	\$16.02	\$16.37	\$16.72	\$17.07	\$17.42	\$17.77	\$18.12	\$18.47

**Title: Maintenance Worker (Inc. \$.48)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$10.75	\$11.23	\$11.71	\$12.19	\$12.67	\$13.15	\$13.63	\$14.11	\$14.59	\$15.07	\$15.55	\$16.03	\$16.51	\$16.99	\$17.47	\$17.95	\$18.43	\$18.91	\$19.39	\$19.87
2006-07	\$11.29	\$11.77	\$12.25	\$12.73	\$13.21	\$13.69	\$14.17	\$14.65	\$15.13	\$15.61	\$16.09	\$16.57	\$17.05	\$17.53	\$18.01	\$18.49	\$18.97	\$19.45	\$19.93	\$20.41
2007-08	\$11.63	\$12.11	\$12.59	\$13.07	\$13.55	\$14.03	\$14.51	\$14.99	\$15.47	\$15.95	\$16.43	\$16.91	\$17.39	\$17.87	\$18.35	\$18.83	\$19.31	\$19.79	\$20.27	\$20.75
2008-09	\$11.92	\$12.40	\$12.88	\$13.36	\$13.84	\$14.32	\$14.80	\$15.28	\$15.76	\$16.24	\$16.72	\$17.20	\$17.68	\$18.16	\$18.64	\$19.12	\$19.60	\$20.08	\$20.56	\$21.04
2009-2010	\$12.21	\$12.69	\$13.17	\$13.65	\$14.13	\$14.61	\$15.09	\$15.57	\$16.05	\$16.53	\$17.01	\$17.49	\$17.97	\$18.45	\$18.93	\$19.41	\$19.89	\$20.37	\$20.85	\$21.33

**Title: Cleaner (Inc. \$.36)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$8.93	\$9.29	\$9.65	\$10.01	\$10.37	\$10.73	\$11.09	\$11.45	\$11.81	\$12.17	\$12.53	\$12.89	\$13.25	\$13.61	\$13.97	\$14.33	\$14.69	\$15.05	\$15.41	\$15.77
2006-07	\$9.38	\$9.74	\$10.10	\$10.46	\$10.82	\$11.18	\$11.54	\$11.90	\$12.26	\$12.62	\$12.98	\$13.34	\$13.70	\$14.06	\$14.42	\$14.78	\$15.14	\$15.50	\$15.86	\$16.22
2007-08	\$9.66	\$10.02	\$10.38	\$10.74	\$11.10	\$11.46	\$11.82	\$12.18	\$12.54	\$12.90	\$13.26	\$13.62	\$13.98	\$14.34	\$14.70	\$15.06	\$15.42	\$15.78	\$16.14	\$16.50
2008-09	\$9.90	\$10.26	\$10.62	\$10.98	\$11.34	\$11.70	\$12.06	\$12.42	\$12.78	\$13.14	\$13.50	\$13.86	\$14.22	\$14.58	\$14.94	\$15.30	\$15.66	\$16.02	\$16.38	\$16.74
2009-2010	\$10.15	\$10.51	\$10.87	\$11.23	\$11.59	\$11.95	\$12.31	\$12.67	\$13.03	\$13.39	\$13.75	\$14.11	\$14.47	\$14.83	\$15.19	\$15.55	\$15.91	\$16.27	\$16.63	\$16.99

**PROPOSED NEW LEBANON CENTRAL SCHOOL DISTRICT WAGE SCHEDULES**

Increments remain the same 5% on base 2006-07, 3% 2007-08, 2.5% 2008-09, 2.5% 2009-2010

**Title: Stenographer (Inc. \$.45)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$10.00	\$10.45	\$10.90	\$11.35	\$11.80	\$12.25	\$12.70	\$13.15	\$13.60	\$14.05	\$14.50	\$14.95	\$15.40	\$15.85	\$16.30	\$16.75	\$17.20	\$17.65	\$18.10	\$18.55
2006-07	\$10.50	\$10.95	\$11.40	\$11.85	\$12.30	\$12.75	\$13.20	\$13.65	\$14.10	\$14.55	\$15.00	\$15.45	\$15.90	\$16.35	\$16.80	\$17.25	\$17.70	\$18.15	\$18.60	\$19.05
2007-08	\$10.82	\$11.27	\$11.72	\$12.17	\$12.62	\$13.07	\$13.52	\$13.97	\$14.42	\$14.87	\$15.32	\$15.77	\$16.22	\$16.67	\$17.12	\$17.57	\$18.02	\$18.47	\$18.92	\$19.37
2008-09	\$11.09	\$11.54	\$11.99	\$12.44	\$12.89	\$13.34	\$13.79	\$14.24	\$14.69	\$15.14	\$15.59	\$16.04	\$16.49	\$16.94	\$17.39	\$17.84	\$18.29	\$18.74	\$19.19	\$19.64
2009-2010	\$11.36	\$11.81	\$12.26	\$12.71	\$13.16	\$13.61	\$14.06	\$14.51	\$14.96	\$15.41	\$15.86	\$16.31	\$16.76	\$17.21	\$17.66	\$18.11	\$18.56	\$19.01	\$19.46	\$19.91

**Title: Clerk/Typist, Administrative Aide, Secretary I (Inc. \$.24)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$12.12	\$12.36	\$12.60	\$12.84	\$13.08	\$13.32	\$13.56	\$13.80	\$14.04	\$14.28	\$14.52	\$14.76	\$15.00	\$15.24	\$15.48	\$15.72	\$15.96	\$16.20	\$16.44	\$16.68
2006-07	\$12.73	\$12.97	\$13.21	\$13.45	\$13.69	\$13.93	\$14.17	\$14.41	\$14.65	\$14.89	\$15.13	\$15.37	\$15.61	\$15.85	\$16.09	\$16.33	\$16.57	\$16.81	\$17.05	\$17.29
2007-08	\$13.11	\$13.35	\$13.59	\$13.83	\$14.07	\$14.31	\$14.55	\$14.79	\$15.03	\$15.27	\$15.51	\$15.75	\$15.99	\$16.23	\$16.47	\$16.71	\$16.95	\$17.19	\$17.43	\$17.67
2008-09	\$13.44	\$13.68	\$13.92	\$14.16	\$14.40	\$14.64	\$14.88	\$15.12	\$15.36	\$15.60	\$15.84	\$16.08	\$16.32	\$16.56	\$16.80	\$17.04	\$17.28	\$17.52	\$17.76	\$18.00
2009-2010	\$13.77	\$14.01	\$14.25	\$14.49	\$14.73	\$14.97	\$15.21	\$15.45	\$15.69	\$15.93	\$16.17	\$16.41	\$16.65	\$16.89	\$17.13	\$17.37	\$17.61	\$17.85	\$18.09	\$18.33

**Title: Mechanic/Driver (Inc. \$.45)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$12.42	\$12.87	\$13.32	\$13.77	\$14.22	\$14.67	\$15.12	\$15.57	\$16.02	\$16.47	\$16.92	\$17.37	\$17.82	\$18.27	\$18.72	\$19.17	\$19.62	\$20.07	\$20.52	\$20.97
2006-07	\$13.04	\$13.49	\$13.94	\$14.39	\$14.84	\$15.29	\$15.74	\$16.19	\$16.64	\$17.09	\$17.54	\$17.99	\$18.44	\$18.89	\$19.34	\$19.79	\$20.24	\$20.69	\$21.14	\$21.59
2007-08	\$13.43	\$13.88	\$14.33	\$14.78	\$15.23	\$15.68	\$16.13	\$16.58	\$17.03	\$17.48	\$17.93	\$18.38	\$18.83	\$19.28	\$19.73	\$20.18	\$20.63	\$21.08	\$21.53	\$21.98
2008-09	\$13.77	\$14.22	\$14.67	\$15.12	\$15.57	\$16.02	\$16.47	\$16.92	\$17.37	\$17.82	\$18.27	\$18.72	\$19.17	\$19.62	\$20.07	\$20.52	\$20.97	\$21.42	\$21.87	\$22.32
2009-2010	\$14.11	\$14.56	\$15.01	\$15.46	\$15.91	\$16.36	\$16.81	\$17.26	\$17.71	\$18.16	\$18.61	\$19.06	\$19.51	\$19.96	\$20.41	\$20.86	\$21.31	\$21.76	\$22.21	\$22.66

**Title: Driver/Cleaner (Inc. \$.59)**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
START	\$9.22	\$9.81	\$10.40	\$10.99	\$11.58	\$12.17	\$12.76	\$13.35	\$13.94	\$14.53	\$15.12	\$15.71	\$16.30	\$16.89	\$17.48	\$18.07	\$18.66	\$19.25	\$19.84	\$20.43
2006-07	\$9.68	\$10.27	\$10.86	\$11.45	\$12.04	\$12.63	\$13.22	\$13.81	\$14.40	\$14.99	\$15.58	\$16.17	\$16.76	\$17.35	\$17.94	\$18.53	\$19.12	\$19.71	\$20.30	\$20.89
2007-08	\$9.97	\$10.56	\$11.15	\$11.74	\$12.33	\$12.92	\$13.51	\$14.10	\$14.69	\$15.28	\$15.87	\$16.46	\$17.05	\$17.64	\$18.23	\$18.82	\$19.41	\$20.00	\$20.59	\$21.18
2008-09	\$10.22	\$10.81	\$11.40	\$11.99	\$12.58	\$13.17	\$13.76	\$14.35	\$14.94	\$15.53	\$16.12	\$16.71	\$17.30	\$17.89	\$18.48	\$19.07	\$19.66	\$20.25	\$20.84	\$21.43
2009-2010	\$10.48	\$11.07	\$11.66	\$12.25	\$12.84	\$13.43	\$14.02	\$14.61	\$15.20	\$15.79	\$16.38	\$16.97	\$17.56	\$18.15	\$18.74	\$19.33	\$19.92	\$20.51	\$21.10	\$21.69